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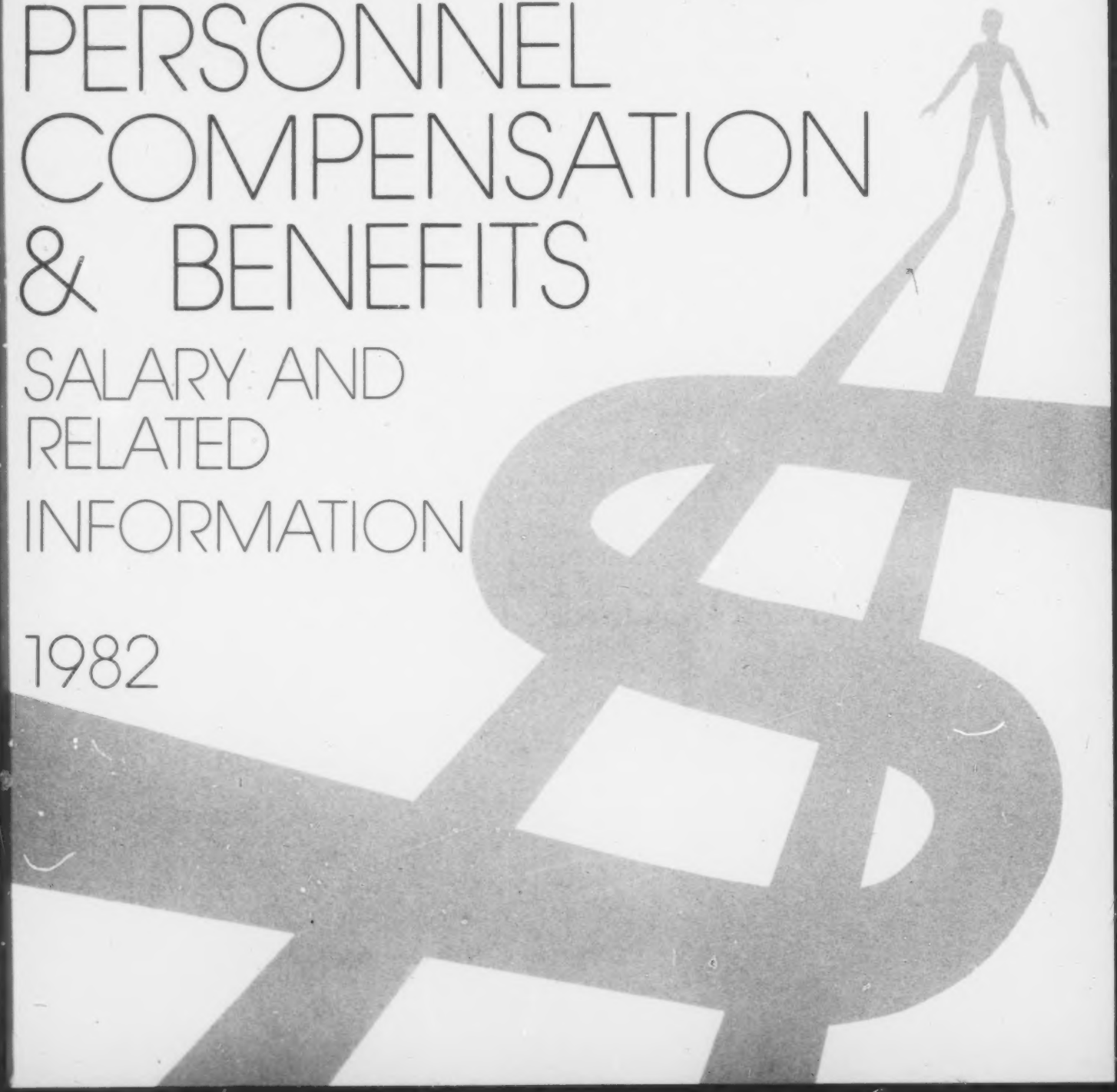
CORRECTIONAL PERSONNEL COMPENSATION & BENEFITS

SALARY AND RELATED INFORMATION

1982



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Compiled by
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FOREWORD

The Association receives many requests for information regarding salary and fringe benefits of correctional personnel on all levels. In 1979, in response to that need, the American Correctional Association published the first **Correctional Personnel Compensation and Benefits.** This 1982 updated edition is a continuing effort to present data on this subject.

State agencies–110 in all representing adult, juvenile, probation and parole departments–were requested to provide answers to a questionnaire addressing correctional employee compensation. In many instances, comparisons have been made between the 1979 results and the 1982 information.

The purpose of this publication is to provide significant national compensation information for use with legislatures, governors, budget and fiscal departments, correctional employees and the public. The results can also provide information necessary to the continuing development of correctional standards.

The Association is grateful to the agencies providing the information for this publication.

INTRODUCTION: SURVEY, FORMAT, SUMMARY

The comparison of salary and benefits of the various states in relation to staff size and program responsibility is a difficult if not impossible task. The diverse structures of state correctional departments are not easy to compare.

For instance, a director of corrections may have responsibility for adult, juvenile, field and institutional programs while another director may be responsible for adult services only. The number of persons under supervision varies as well as the number of employees.

Tradition and comparable pay with other departments within the various state governments play an important part in salary determination. Nationwide, there has been no determination made as to what constitutes an adequate salary schedule. With the wide variations in responsibility and salary allocation, interpretations must be made very carefully.

In many states, salaries for beginning career positions are extremely low. They are, in fact, a disgrace in comparison to

what is paid for less important jobs in other state departments. The lowest correctional officer starting pay was reported at $7,467 per year. Hardly a salary to be considered a living wage for a primary wage earner. Correctional salaries must be considered more important and given a higher priority; staff turnover rates must be decreased in order to bring stability to the most important part of the criminal justice system.

Compensation is reported in this study for 57 employee classifications from secretaries and clerks to the chief administrative officer. Data provided were in effect January 1, 1982.

SURVEY

Surveys were mailed to 110 state correctional agencies. We received 91 responses–an 83% return rate. The 13-page questionnaire was more fully answered this year possibly due to the frequent reported use of this survey during the last few years.

FORMAT

The data are presented in three sections.

Section I - Agency Profile. Annual budgets and services of the responding agencies are shown by budget size, further broken down into departments serving adult populations only, juvenile only, adult and juvenile combined, and probation and/or parole where these services are separate from the department of corrections. Services provided by these various combinations are noted. Summary data for special incentive pay programs, cost of living increases and merit increases are presented.

Section II - Positions and Salaries. Chief administrative officers' titles, how appointed and perquisites provided over and above salaries are covered. Some of these positions are deputies under an administrator in a human services agency. A summary of compensation for the chief deputy administrative officer is provided, also separated by services.

Comparisons by ACA regions were changed from the 1979 report to reflect actual salaries for selected positions of Chief Administrative Officer, Warden I, Probation and/or Parole Chief, Probation Officer I or entry level position, Parole Officer I or entry level position, and for Correctional Officer I.

The regional maps used in this study are the regions used by the Association and contain the following states:

New England Maine, Vermont, New Hampshire, Massachusetts, Rhode Island, and Connecticut

Mid Atlantic New York, Pennsylvania, New Jersey, Maryland, and Delaware

Central North Dakota, South Dakota, Minnesota, Wisconsin, Michigan, Nebraska, Iowa, Kansas, Missouri, Illinois, Indiana, Ohio, and Kentucky

Southern Texas, Oklahoma, Arkansas, Louisiana, Tennessee, Alabama, Mississippi, Georgia, Florida, South Carolina, North Carolina, Virginia, and West Virginia

Western Washington, Montana, Oregon, Idaho, Wyoming, California, Nevada, Utah, Colorado, Arizona, New Mexico, Alaska, and Hawaii.

Section III - Fringe Benefits. This section covers a wide range of benefits for correctional personnel including data on paid holidays, vacation days and other types of leave provided by agencies, insurance, and retirement information.

SUMMARY

Between the time the last edition of **Compensation & Benefits** was published (1979) and the present, there have been dramatic changes in the field of corrections. The last three years have witnessed unprecedented growth in the prison population; the nation's correctional facilities and field services are swelled beyond capacity. There is also a dramatic increase occuring in the juvenile delinquency caseloads throughout the entire country. The increase in 1981 reflects a concern for a new wave of violence committed by 15-18 year old teenagers.

The nation's economic problems affected corrections. Fewer agencies provided merit, longevity, and cost of living increases. There were, however, more agencies that authorized educational incentives. This may be indicative of a growing trend towards professionalizing the field as called for within the American Correctional Association standards.

Salaries for various positions showed modest increases. The salary range for many positions expanded (i.e., there is a greater disparity between the highest and lowest reported salary for a particular position). The highest range for state director of corrections was reported at between $51,959 to $70,603 and the lowest range was between $27,152 and $34,553–a startling difference in both salary and responsibility.

There are substantial differences in perquisites authorized for the chief administrative officer when comparing 1982 and 1979 data. Some of the increases include an automobile; group, health, and dental insurance; and retirement benefits.

No major differences are evident in the number of paid holidays, nor employee coverage (basic hospitalization, major medical, accidental death insurance, and group life insurance paid in full by the agency). The only large increase is the percent of agencies paying for dental coverage. One of the newest health care fringe benefits in one state is free medical prescriptions and total optical services.

With only two years' data collection, trend information is still sketchy. In a few more years it may be possible to compare information to see if compensation measures up to the overload in field services and overcrowding in institutions. There does not appear to be a decrease in the staggering numbers in the foreseeable future.

Anthony P. Travisono
Executive Director

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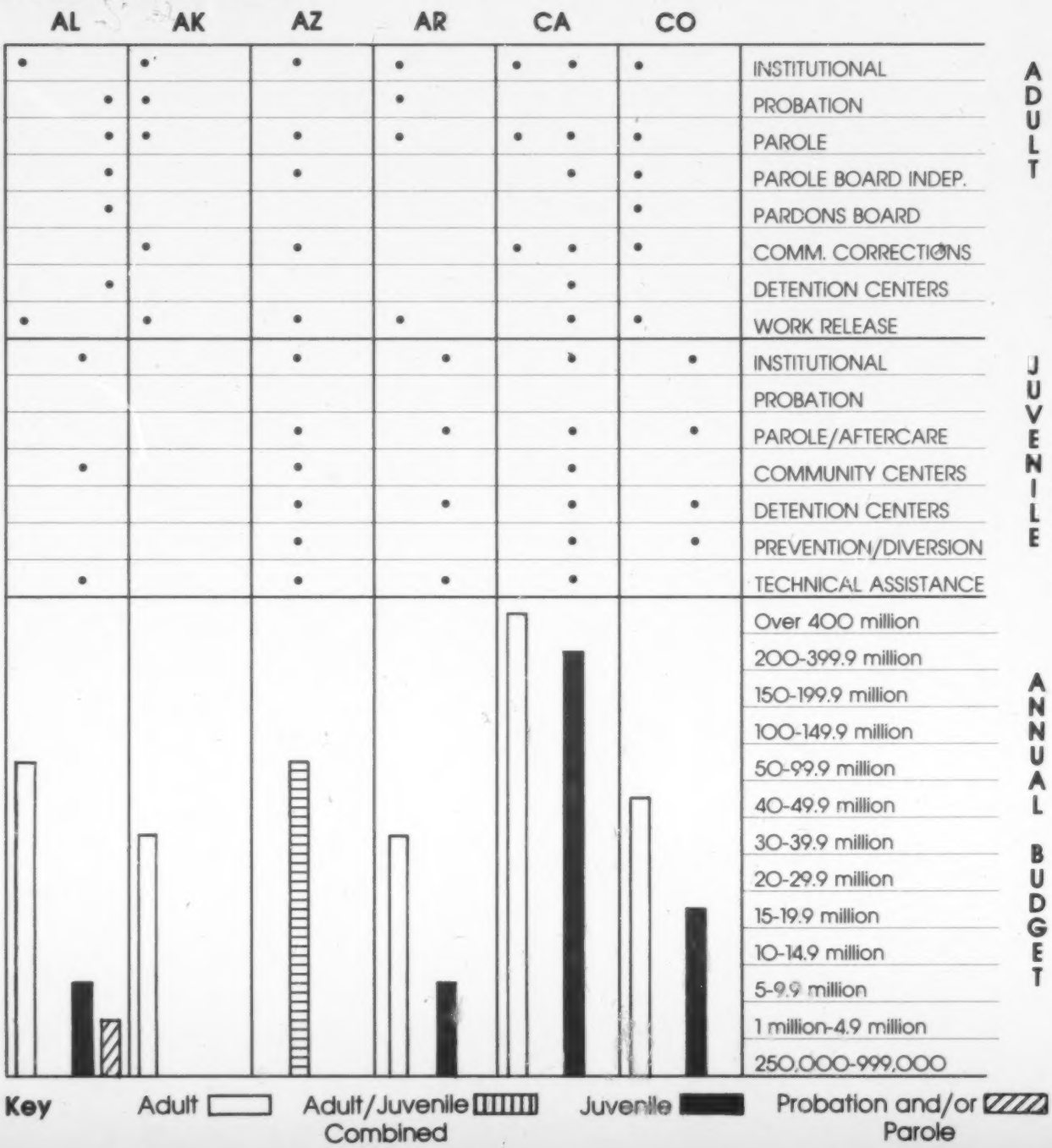
SECTION I
AGENCY PROFILE

ANNUAL BUDGETS AND SERVICES PROVIDED BY RESPONDING AGENCIES



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						PARDONS BOARD	
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•	•					DETENTION CENTERS	
•	•	•	•	•	•	WORK RELEASE	
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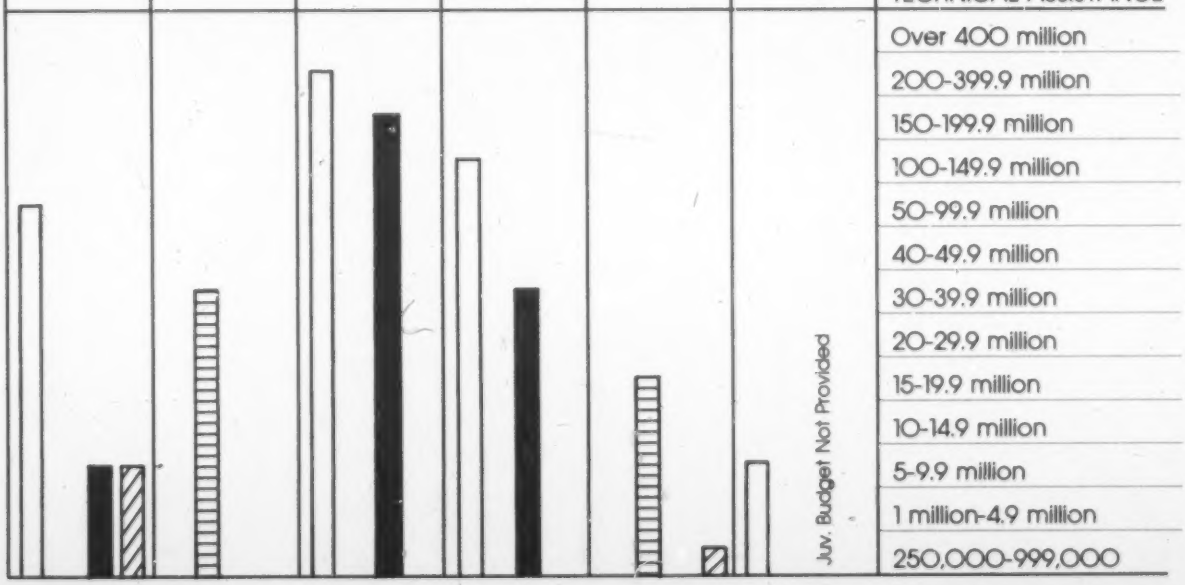
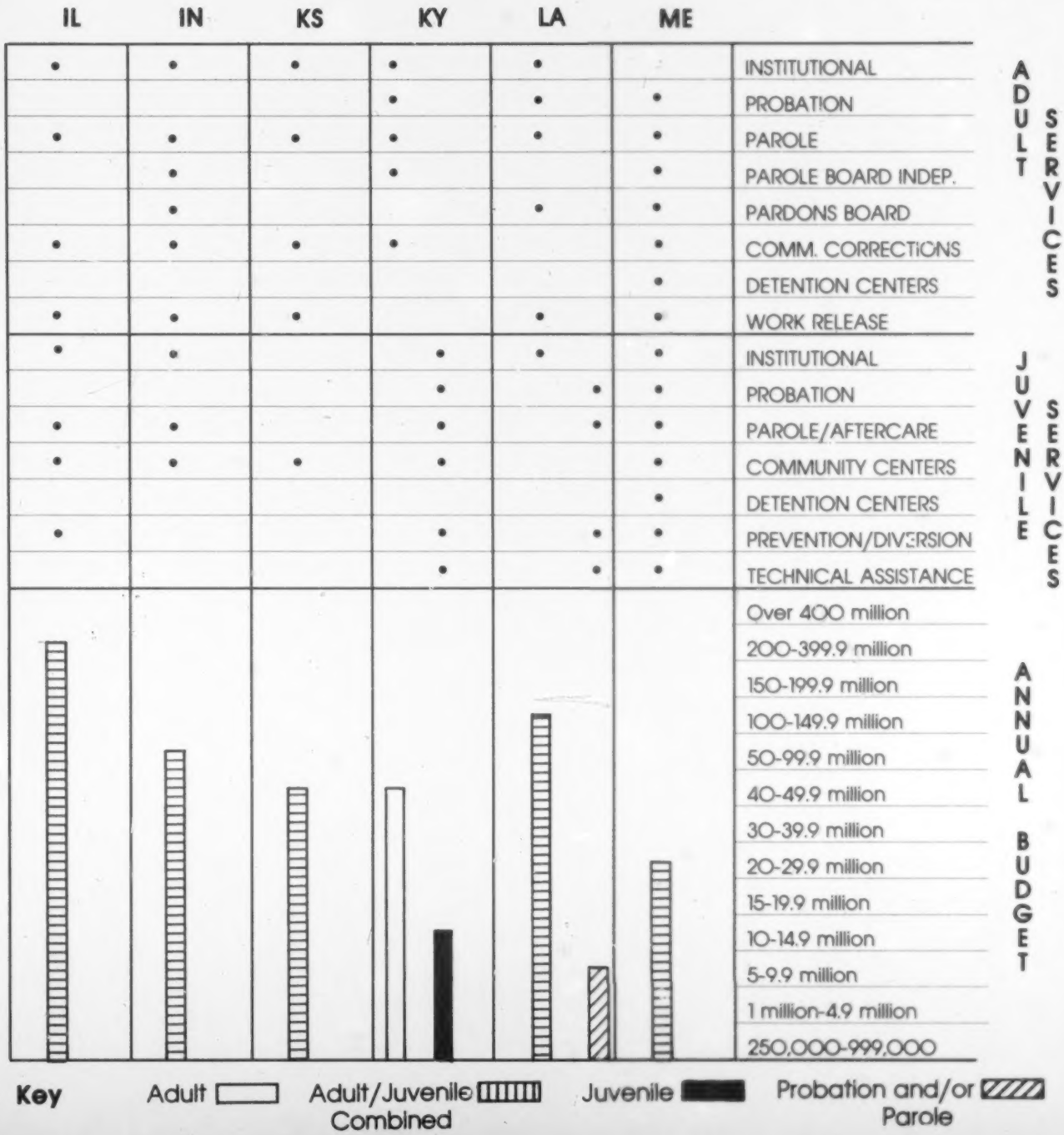


ANNUAL BUDGET

- Over 400 million
- 200-399.9 million
- 150-199.9 million
- 100-149.9 million
- 50-99.9 million
- 40-49.9 million
- 30-39.9 million
- 20-29.9 million
- 15-19.9 million
- 10-14.9 million
- 5-9.9 million
- 1 million-4.9 million
- 250,000-999,000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250,000-999,000
ANNUAL BUDGET
Key
Adult
Adult/Juvenile Combined
Juvenile
Probation and/or Parole

MD	MA	MI	MN	MS	MO	
•	•	•	•	•	•	INSTITUTIONAL
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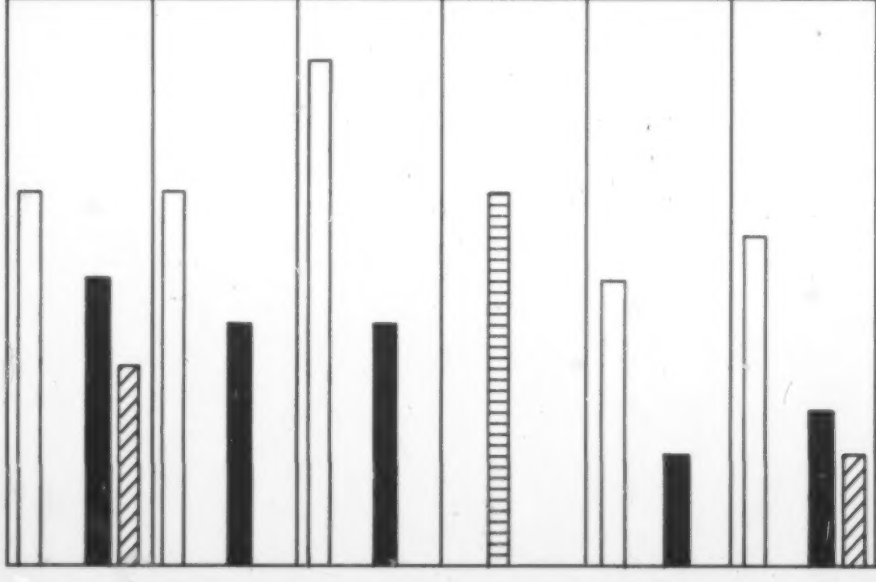
ADULT SERVICES

JUVENILE SERVICES



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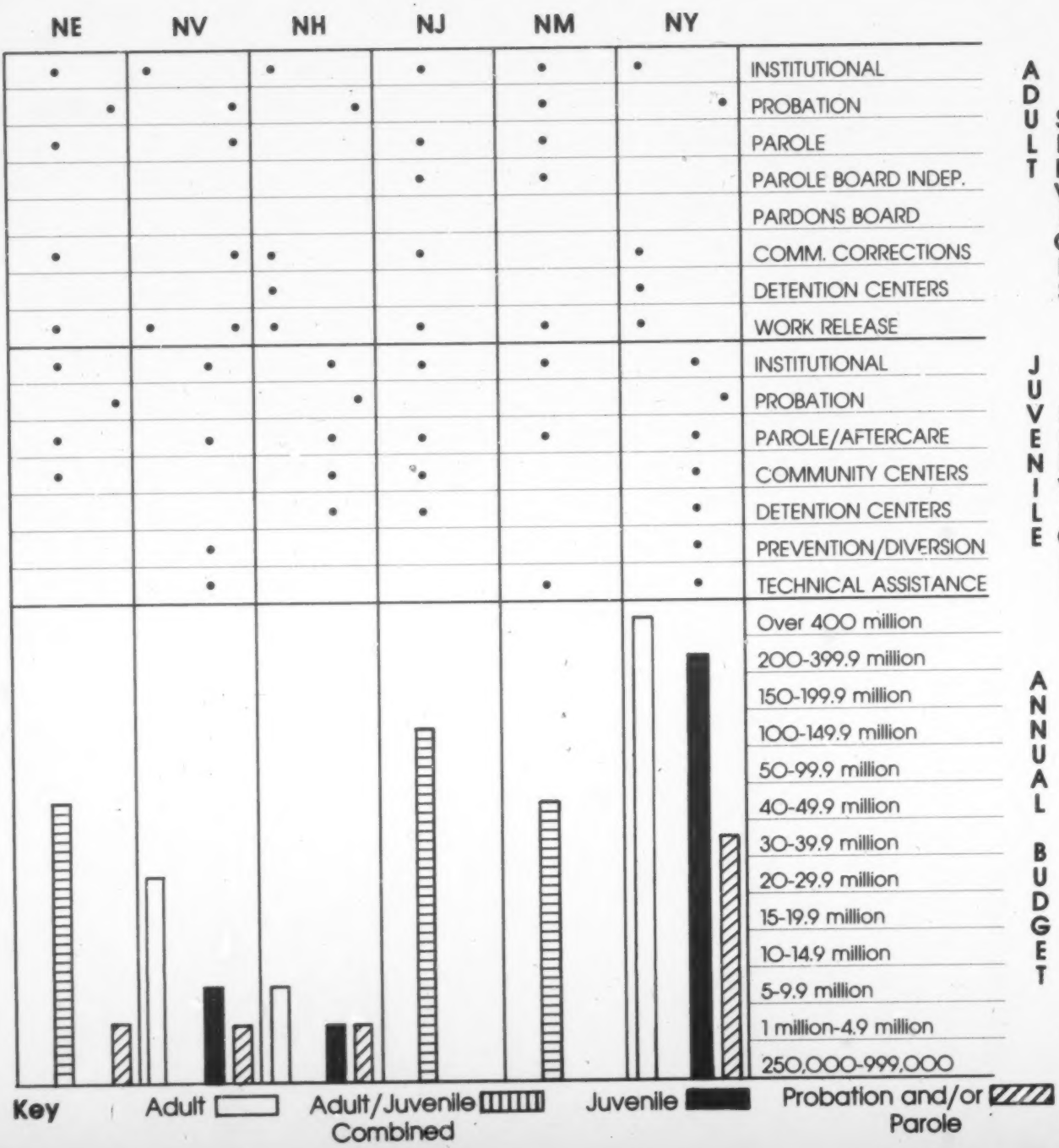
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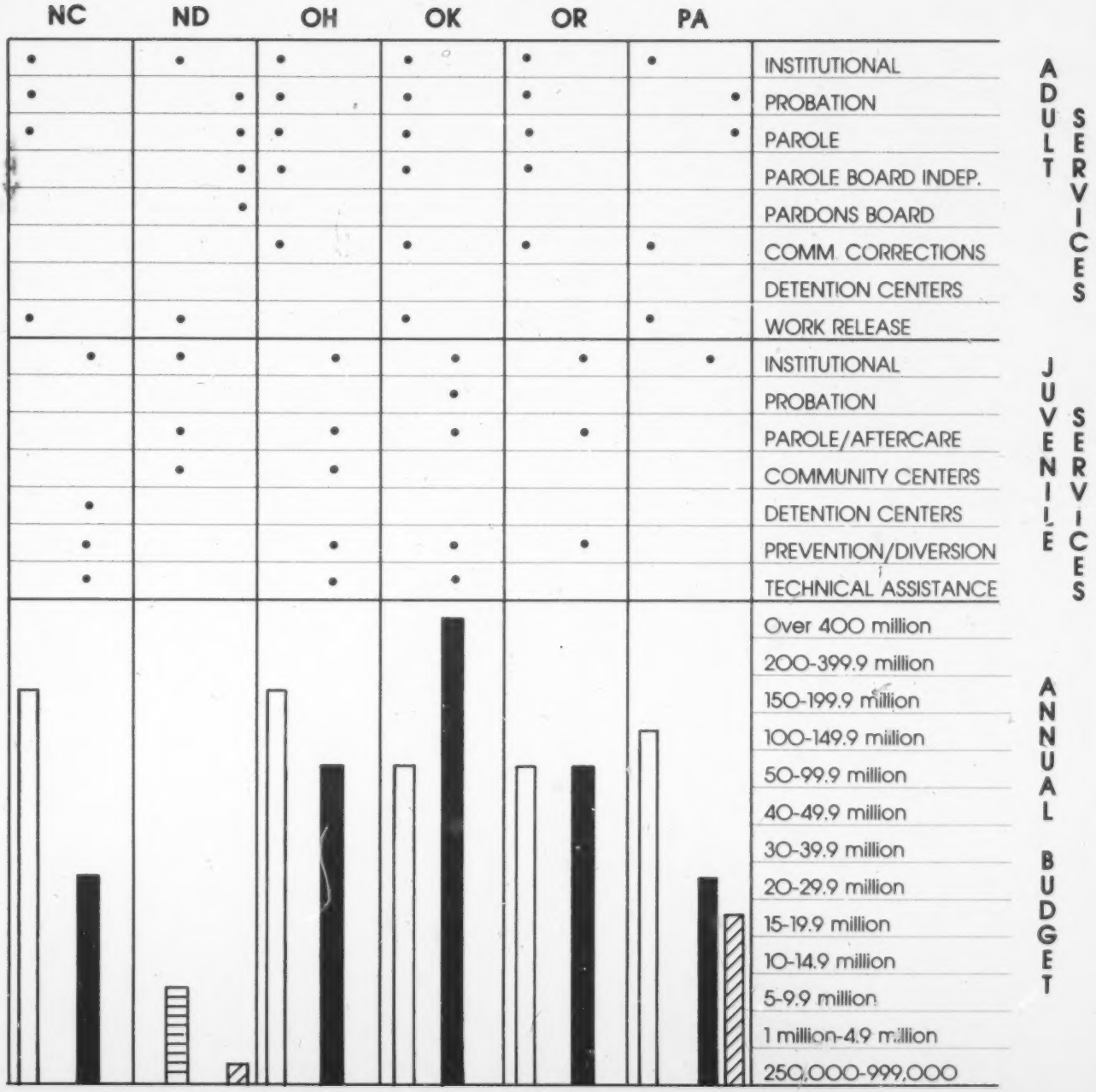
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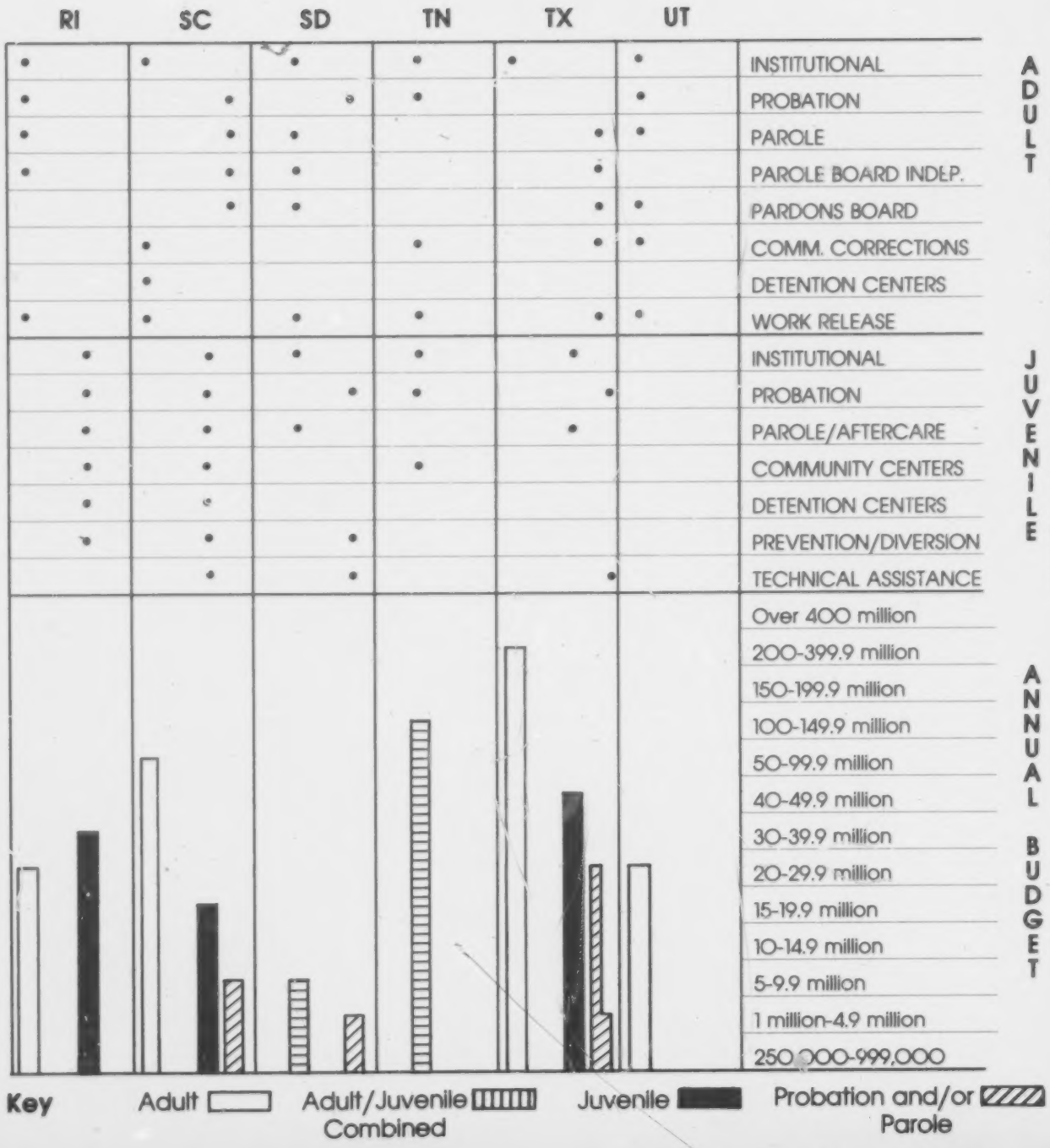
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250,000-999,000
ANNUAL BUDGET
Key
Adult
Adult/Juvenile Combined
Juvenile
Probation and/or Parole

VA	WA	WV	WI	WY		
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						PARDONS BOARD
•			•			COMM. CORRECTIONS
						DETENTION CENTERS
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•	•		•	•		PAROLE/AFTERCARE
•	•		•			COMMUNITY CENTERS
						DETENTION CENTERS
•	•		•	•		PREVENTION/DIVERSION
•			•	•		TECHNICAL ASSISTANCE
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						40-49.9 million
						30-39.9 million
						20-29.9 million
						15-19.9 million
						10-14.9 million
						5-9.9 million
						1 million-4.9 million
						250,000-999,000

ADULT SERVICES

JUVENILE SERVICES

ANNUAL BUDGET

AGENCIES NOT RESPONDING

AK	Juvenile
CO	Probation
IA	Adult, Juvenile, Probation, Parole
MA	Parole
MT	Adult, Juvenile, Probation, Parole
NH	Parole
TN	Parole
TX	Probation
UT	Juvenile
VT	Adult, Juvenile, Probation, Parole

POSITIONS OF ADULT AND JUVENILE CORRECTIONS IN STATE GOVERNMENT

May 1982

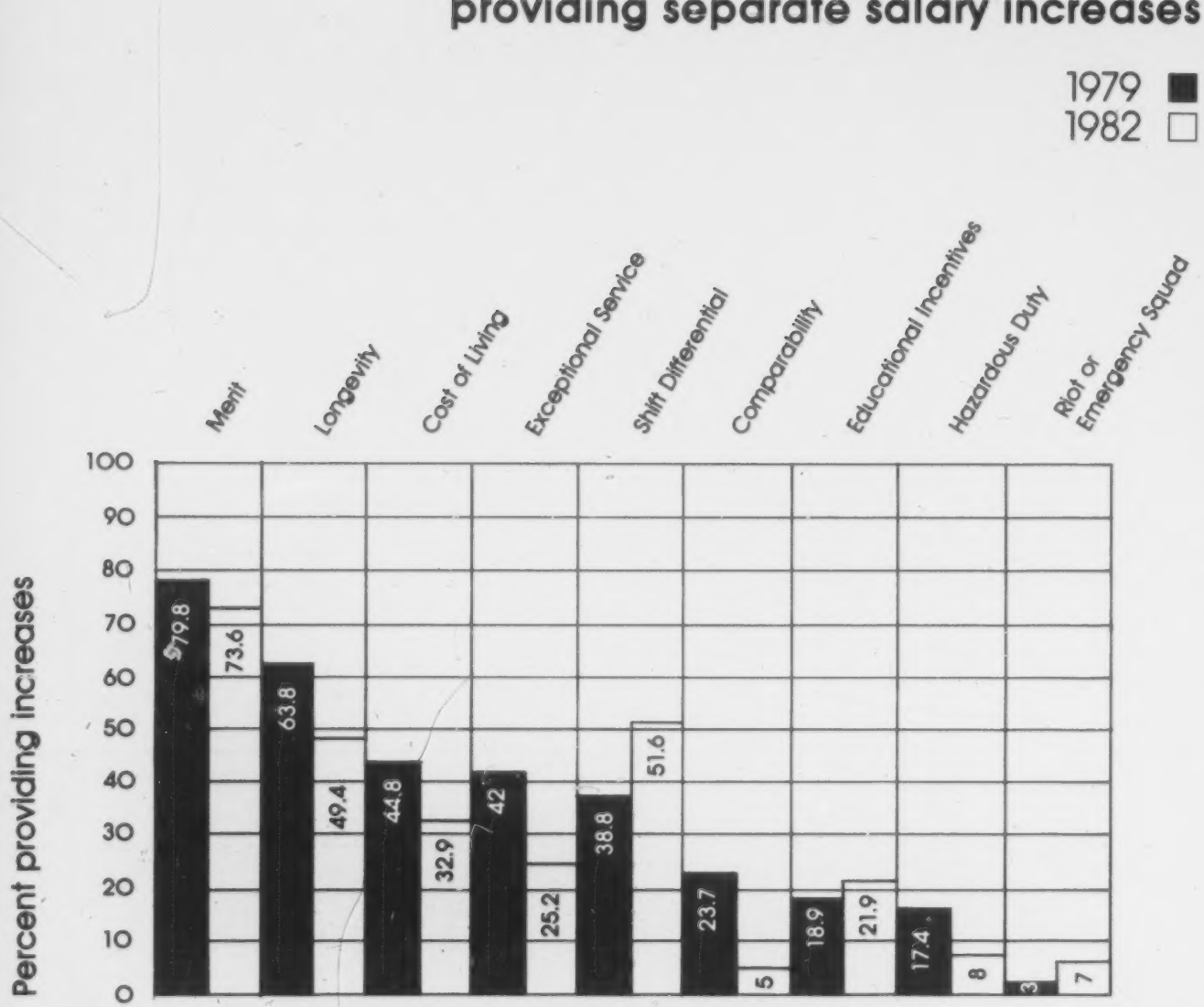
STATE	DOC (A&J)	DOC (A)	DPS (A)	DHS (A&J)	DHS (A)	DHS (J)	DYS (J)	COMMENT	DATE OF CHANGE
AL		X					X		
AK					X	X		juvenile & adult separated	1981
AZ	X							from independent board	1969
AR		X(B)				X		department created	1969
CA	X							changed from DHS agency in	1980
CO		X				X		changed from DHS agency in	1975
CT		X					X		
DE	X							changed from DHS agency in	1975
FL		X				X		changed from DHS agency in	1976
GA		X(B)				X		department created	1972
HI				X					
ID		X(B)				X			
IL	X							from DPS	1970
IN	X(B)							separated from DHS	1953
IA					X	X		created DHS	1968
KS		X				X		changed from DHS agency in	1977
KY		X				X		changed from DPS	1981
LA	X								
ME	X							changed from mental hlth & corr	1981
MD			X			X		from independent agency	1970
MA					X	X			
MI		X(B)				X		department created	1953
MN	X								
MS		X(B)					X	changed to department status	1976
MO		X*				X		changed from DHS agency in	1981
MT				X				department of institutions created	1975
NE	X								
NV		X				X			
NH		X(B)					X		
NJ	X							created from a division of DHS	1976
NM	X							changed from DPS	1980
NY		X					X		
NC		X				X			
ND		X				X			
OH		X					X	created from dept of mental hlth & corr	1971
OK		X				X			
OR					X	X		established DHS	1971
PA		X				X		changed from dept of justice	1980
RI		X					X	juvenile changed to separate dept	1980
SC		X(B)					X(B)	DYS merged with placement & aftercare	1981
SD	X(B)							separated from DHS agency in	1977
TN	X								
TX		X(B)					X(B)		
UT					X	X			
VT					X	X			
VA			X(A&J)						
WA		X				X		adult changed from DHS agency in	1981
WV	X								
WI				X					
WY				X(B)					
TOTALS	14	24	2	4	6	22	9		
PR		X				X			
GU		X					X		
AS			X						
VI		X					X		
FED BOP	X								

KEY:
DOC–Department of Corrections
DPS–Department of Public Safety
DHS–Department of Human Services or similar umbrella agency
DYS–Department of Youth Services

(A)–Adult
(J)–Juvenile
(B)–Administrative Board
* –Dept of Corrections and Human Resources, 1982

SPECIAL INCENTIVE PAY PROGRAMS

Percent of reporting agencies providing separate salary increases



22% of respondents reported no incentive pay programs in 1982 compared to 54% of reporting agencies in 1979.

COST OF LIVING INCREASE

Percent of respondents	Percent of Average Increase
5	1 - 3
16	4 - 6
34	7 - 9
13	10 or over
2	Other
29	No response

MERIT INCREASE

Percent of respondents	Percent of Average Increase
21	1 - 3
37	4 - 6
9	7 - 9
3	10 or over
21	None
8	No response

SECTION II
POSITIONS AND SALARIES

POSITIONS AND SALARIES

CHIEF ADMINISTRATIVE OFFICER

(Responsible for all operations and staff of the agency)

Percent of Respondents

1979	1982	TITLE
55	54	Director
15	23	Commissioner
3	9	Secretary
27	5	Chairman (Probation/Parole Boards)
	9	Other

1979	1982	APPOINTED BY
44	54	Governor and serve at the pleasure of
0	2	Governor with a fixed term, no contract
5	3	Governor with a fixed term, plus contract
31	29	Board, no fixed term
1	0	Board, fixed term with contract
8	6	Other
19	6	No response

1979	1982	PERQUISITES PROVIDED ABOVE SALARY
10	10	House
39	54	Automobile (some for business only)
6	10	Maintenance
55	60	Group Insurance (3% receive only partial)
65	71	Health Insurance (4% receive only partial)
0	3	Dental Insurance
0	15	Retirement Benefits (3% partial)
14	14	Other (Deferred compensation, domestic help, life insurance, disability, daily subsistence payment, longevity pay, personal medical prescriptions, total optical services)

SUMMARY OF COMPENSATION

CHIEF ADMINISTRATIVE OFFICER

Position with	Number of Responses	Actual $ Low	Average Range	Actual $ High
Corrections Division Adult or Adult/Juv				
1982	41	$27,152	$43,359-50,051	$70,603
1979	37	25,000	38,000-42,000	64,000
Corrections Division Juvenile				
1982	24	27,152	41,208-48,931	90,009
1979	17	18,000	33,000-39,000	54,000
Parole and Pardons Boards				
1982	3	26,780	32,760-37,205	42,200
1979	26	13,000	27,000-31,000	43,000
Adult and/or Juvenile Probation & Parole Departments				
1982	14	23,460	32,949-39,017	59,800
1979	10	20,000	27,000-32,000	49,000

CHIEF DEPUTY ADMINISTRATIVE OFFICER

Corrections Division Adult or Adult/Juv				
1982	42	$18,000	$35,425-44,208	$62,300
Corrections Division Juvenile				
1982	24	21,450	32,478-40,647	53,910
Parole and Pardons Boards				
1982	2	23,341	31,370	39,940
Adult and/or Juvenile Probation & Parole Departments				
1982	11	22,620	30,428-37,369	54,000

SUMMARY OF COMPENSATION BY POSITION

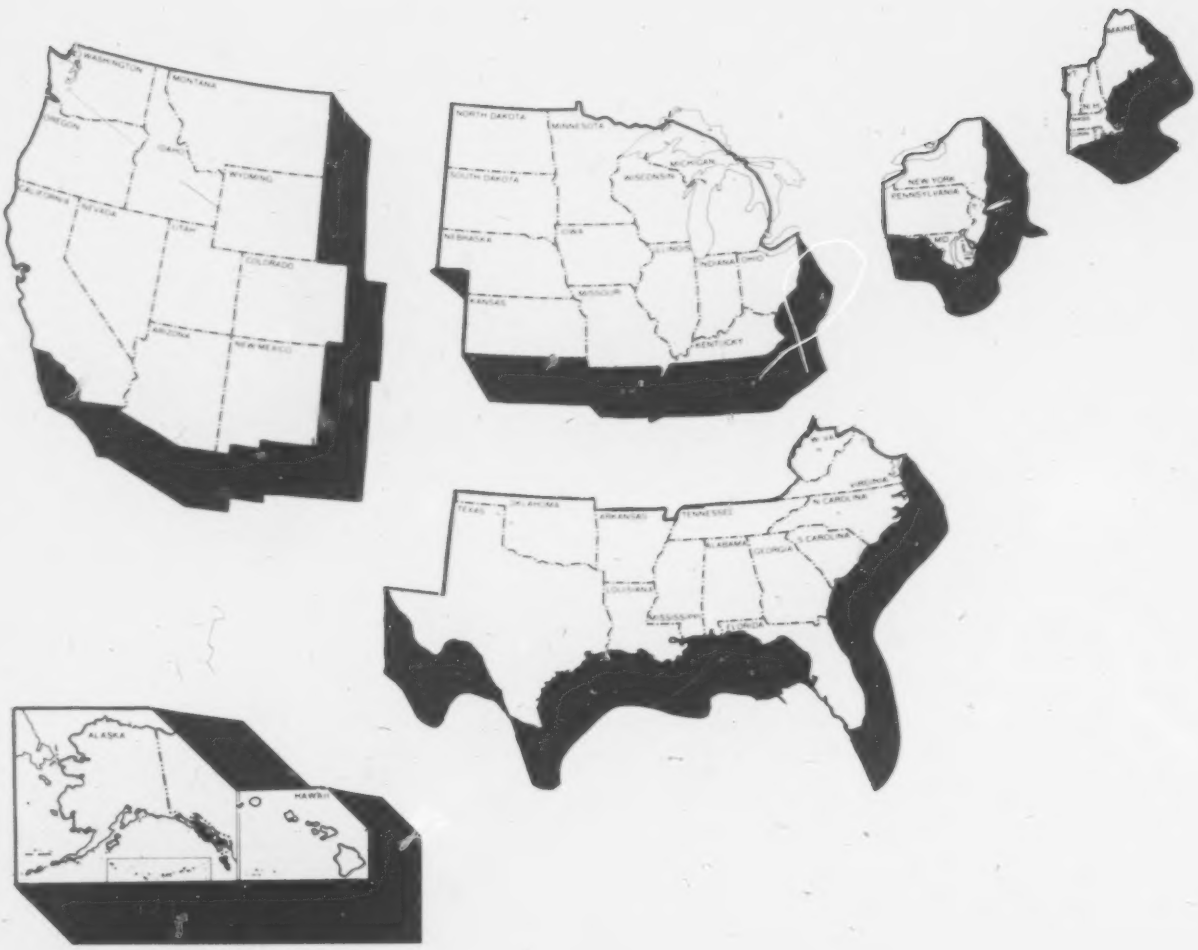
POSITION	ADULT CORRECTIONAL DEPT.				JUVENILE DEPARTMENT			
	Number of Responses	Actual $ Low	Average $ Range	Actual $ High	Number of Responses	Actual $ Low	Average $ Range	Actual $ High
Assistant Director	38	18,000	31,719-40,960	58,249	33	18,000	30,828-40,291	58,249
Legal Officer/Consultant	37	14,976	26,576-35,497	57,900	22	13,860	25,981-33,327	52,000
Legislative Liaison	25	17,484	25,097-32,860	46,291	17	15,591	23,142-29,626	45,924
Director/Research	43	14,438	24,503-33,812	50,532	29	14,539	23,967-44,481	50,532
Director/Community Services	31	10,728	26,678-35,927	49,717	28	15,696	26,940-36,196	50,532
Director/Special Services	15	18,085	28,629-36,813	49,717	14	17,139	25,604-35,290	50,532
Director/Institutional Services	29	19,359	30,094-40,771	63,000	27	17,772	29,566-37,313	52,980
Director/Dietary	38	9,768	19,102-26,566	40,716	29	9,214	17,819-23,971	40,716
Line Food Service Staff	41	8,004	13,638-18,501	33,000	31	7,217	10,696-14,410	25,788
Director/Industries	47	13,850	25,053-33,149	53,624	12	13,850	23,359-32,387	41,876
Director/Maintenance and Construction	45	13,850	23,657-32,081	53,700	29	12,480	21,884-28,838	47,919
Plant Maintenance Staff	41	7,620	17,260-23,439	38,040	31	8,760	15,359-20,625	34,061
Line Maintenance Staff	36	9,340	14,862-19,179	35,000	32	8,112	11,702-17,077	25,488
Director/Client Education	36	15,034	23,986-32,566	45,924	25	15,034	24,232-31,842	43,800
Director/Security	36	11,232	21,628-29,854	38,406	24	12,480	18,437-25,692	38,406
Director/Treatment	30	13,936	23,467-33,398	68,000	25	15,991	22,603-31,922	48,960
Regional Director	22	15,528	24,138-34,145	50,000	18	16,515	25,619-35,152	50,000
Ombudsman	13	11,356	20,012-27,987	40,524	10	15,204	21,951-30,472	42,000
Public Information Officer	38	11,640	21,500-28,595	44,016	22	15,002	22,104-28,751	42,000

POSITION	ADULT CORRECTIONAL DEPT.				JUVENILE DEPARTMENT			
	Number of Responses	Actual $ Low	Average $ Range	Actual $ High	Number of Responses	Actual $ Low	Average $ Range	Actual $ High
Staff Development Officer	39	14,846	22,809-31,326	50,196	30	14,532	21,553-28,723	40,228
Grants Manager	24	13,752	19,839-27,117	39,167	25	12,577	19,614-25,963	40,776
Chief of Administration	38	19,359	29,746-51,407	63,000	29	13,860	28,418-37,995	55,478
Chief of Program Services	28	17,038	26,933-37,959	63,000	21	15,808	28,482-36,803	53,289
Chief Chaplain	33	11,736	18,881-25,760	39,100	23	11,736	17,370-23,989	33,998
Chief Personnel Officer	48	15,325	23,575-32,841	45,888	31	15,684	23,867-32,424	45,768
Chief Budget Officer	50	14,954	23,492-36,186	52,387	33	15,036	24,288-32,652	45,768
Chief/Medical Services	33	17,062	32,715-45,457	95,421	14	13,903	34,724-46,066	65,000
Medical Doctor	35	24,453	38,154-52,453	90,932	20	25,620	35,625-51,382	95,421
Dentist	37	16,512	30,511-40,979	57,837	21	18,564	28,709-39,262	54,516
Psychologist	44	13,386	21,630-30,433	48,960	33	13,536	20,688-29,398	48,960
Recreation Staff	40	9,204	14,211-20,788	31,296	33	8,520	13,701-19,207	31,452
Chief/Evaluation and Inspection	19	13,915	24,335-34,123	50,000	9	13,915	20,365-28,446	36,072
EEOC Officer	31	11,328	19,895-27,675	50,000	24	13,752	18,989-26,874	40,776
Probation/Parole Compact Administrator	40	13,278	21,508-29,321	42,533	22	13,278	21,062-27,946	40,228
Chief Probation Officer	36	12,180	22,016-29,844	52,387	16	13,752	20,309-28,162	41,760
Probation Officer I or Entry Level Professional Position	36 9	10,344 11,800	14,719-19,864 14,284-19,288	28,548 26,000	17 7	10,344 10,728	14,116-19,149 14,110-19,225	25,632 25,671

POSITION	ADULT CORRECTIONAL DEPT.				JUVENILE DEPARTMENT			
	Number of Responses	Actual $ Low	Average $ Range	Actual $ High	Number of Responses	Actual $ Low	Average $ Range	Actual $ High
Chief Parole Officer	30	11,256	22,975-30,896	52,387	24	13,752	21,424-28,835	45,638
Parole Officer I or Entry Level Professional Position	31 6	10,344 12,241	15,257-20,912 14,594-18,169	29,328 20,544	26 8	10,344 13,278	15,149-19,975 16,191-20,710	29,328 25,014
Parole Board Chairman	23	13,176	31,998-33,601	64,217	6	24,388	37,008-44,929	64,217
Parole Board Member	19	23,904	31,645-35,827	52,635	6	20,826	31,373-40,464	52,835
Warden I or Entry Level Institution Administrator	41 13	11,256 17,736	25,906-35,817 25,172-33,654	54,800 47,346	21 12	15,528 19,159	25,569-36,672 25,144-33,407	52,104 47,346
Deputy Warden	46	14,196	23,618-32,558	45,924	19	15,772	22,757-31,576	40,776
Jail Inspector	23	11,688	17,682-24,144	37,958	12	11,688	17,038-23,702	35,412
Correctional Officer I or Entry Level Security Officer	43 15	10,224 9,048	13,793-17,832 13,379-15,591	24,876 30,948	24 16	8,520 7,467	12,361-16,411 10,955-14,760	23,244 21,138
Correctional Officer II	43	10,950	14,124-18,547	28,548	27	9,340	13,376-16,284	25,632
Correctional Officer III	45	12,236	15,795-21,293	32,868	27	9,984	14,721-18,842	28,908
Correctional Officer IV	43	13,152	17,153-23,176	35,412	20	12,095	17,176-23,710	32,208
Administrative Assistant	41	10,920	15,866-21,586	33,196	32	7,716	15,329-20,748	32,029
Executive Assistant	36	12,241	22,082-28,636	44,520	25	11,000	22,543-29,188	44,520
Secretary	54	7,500	10,925-15,235	24,876	39	7,344	10,612-15,034	20,245
Clerk	54	7,200	9,310-13,008	20,712	34	6,672	9,232-12,977	18,204

COMPENSATION COMPARISON BY ACA REGIONS FOR SELECTED POSITIONS

ACA REGIONS



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13 WESTERN STATES

Department	Chief Admin Officer	Salary	Warden I	Probation and/or Parole Chief	Probation Officer I or entry level Position	Parole Officer I or entry level Position	Correctional Officer I
WA Corrections	Secretary	$44,052-56,388	$28,944-37,056	$31,176-39,900	$13,800-17,664	$13,800-17,664	$15,228-19,500
MT Corrections Div	Administrator	—	—	—	—	—	—
OR Corrections Div	Administrator	47,844	45,576	30,964-39,372	17,064-21,576	17,064-21,576	15,504-18,744
ID Corrections	Director	37,752	29,203	17,456-23,385	14,365-19,251	14,365-19,251	13,029-17,455
WY Bd of Charities and Reform	Exec Secretary	39,444-61,188	22,920-35,556	25,056-38,868	16,068-24,924	16,068-24,924	12,696-19,692
CA Corrections	Director	54,556	31,452-41,772	38,004-50,532	—	24,336-29,328	19,308-22,176
NV Prisons	Director	44,000-47,250	—	36,982	16,274-21,797/	16,274-21,797	15,069-20,182
UT Div of Corrections	Director	34,494-50,363	34,494-50,363	29,148-42,533	13,885-20,233	13,885-20,233	12,424-18,103
CO Corrections	Exec Director	54,000	31,008-41,556	28,908-38,724	—	19,560-26,220	15,324-20,544
AZ Corrections	Director	51,959-70,603	29,983-40,716	29,983-40,716	—	15,551-19,931	14,545-18,607
NM Corrections Dept	Secretary	50,000	19,116-32,724	24,408-41,760	17,976-25,632	14,976-25,632	13,584-23,244
AK Div of Adult Corr	Director	56,700-67,500	39,708-47,004	39,708-47,004	24,120-28,548	—	21,384-24,876
HI Corrections Div	Administrator	42,504	—	—	—	—	11,856-14,256

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13 SOUTHERN STATES

Department	Chief Admin Officer	Salary	Warden I	Probation and/or Parole Chief	Probation Officer I or entry level Position	Parole Officer I or entry level Position	Correctional Officer I
TX Corrections	Director	$55,000	$30,204-38,040	$28,284-35,616	$ —	$17,256-21,756	$12,132
OK Corrections	Director	49,500	31,520-42,240	16,716-22,401	14,801-19,834	14,801-19,834	12,474-16,716
AR Correction	Director	41,119-43,380	19,084-31,486	22,211-23,766	10,790-17,472	10,790-17,472	10,790-17,472
LA Corrections	Secretary	47,376	25,176-36,828	25,176-38,828	13,620-20,880	—	11,664-19,824
TN Correction	Commissioner	46,524	17,808-26,784	12,180-17,052	10,728-14,760	—	10,296-14,172
AL Corrections	Commissioner	—	20,761-25,415	20,098-24,154	17,212-20,098/	17,212-20,098	15,158-17,823
MS Corrections	Commissioner	38,000	24,000	16,515-23,171	12,480-17,451	12,480-17,451	11,024-16,515
GA Offender Rehab.	Commissioner	44,519	16,344-25,188	17,058-26,298	13,278-20,256	—	10,244-15,036
FL Corrections	Secretary	45,000-69,000	20,859-28,418*	21,000-42,000	13,676-18,166*	13,676-18,166*	11,004-14,386*
SC Corrections	Commissioner	49,269	20,466-29,310	16,174-22,925	12,291-17,446	12,291-17,446	10,507-14,892
NC Correction	Secretary	49,176	17,880-25,920	—	13,644-19,548/	13,644-19,548	11,004-16,320
VA Corrections	Director	50,100	22,847-31,207	17,484-23,882	14,628-19,991	14,628-19,991	11,195-15,293
WV Corrections	Commissioner	33,750	22,284-36,312	—	11,760-19,404	11,760-19,404	10,569-16,920

— No response
* Plus $1,560 Annual Direct Contact Pay
/ Combined positions

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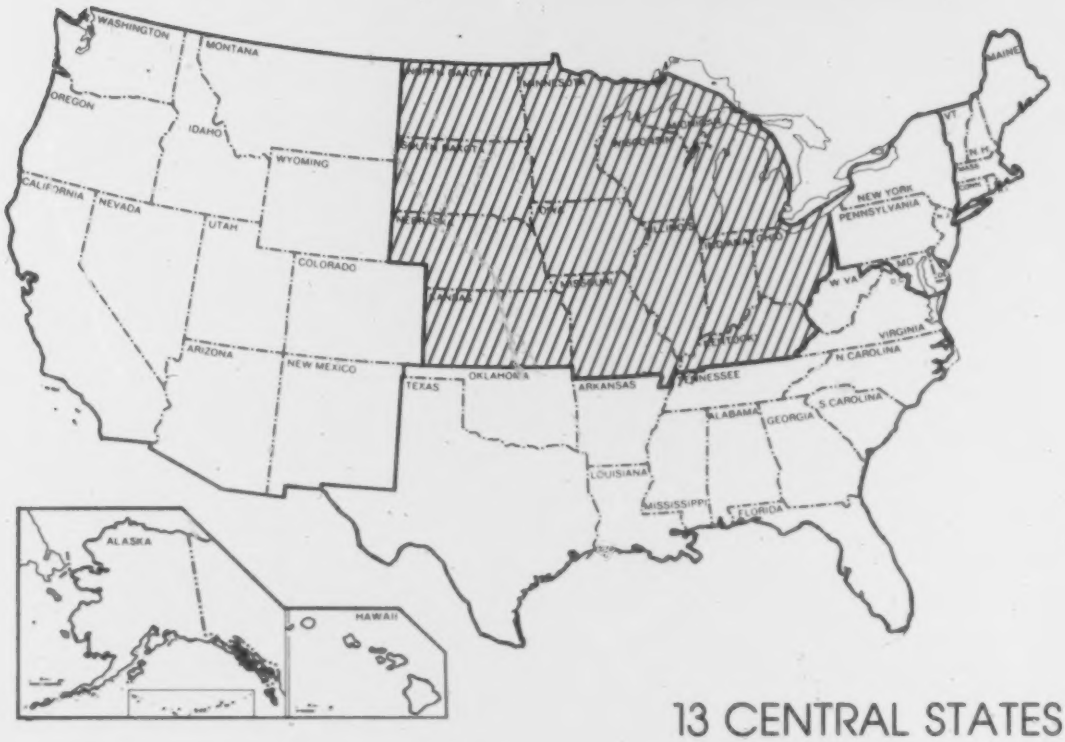

13 CENTRAL STATES

Department	Chief Admin Officer	Salary	Warden I	Probation and/or Parole Chief	Probation Officer I or entry level Position	Parole Officer I or entry level Position	Correctional Officer I
ND Institutions	Director	$40,700-59,688	$28,956-42,420	$30,000-36,000	$16,000-26,000	$ —	$12,636-18,516
SD Bd of Charities and Corrections	Exec Director	35,000-45,000	30,000-40,000	26,000-33,000	12,738-19,094	12,738-19,099	10,744-15,911
MN Corrections	Commissioner	44-824	28,856-38,962	—	15,660-19,752	15,660-19,752	14,971-15,827
WI Corrections	Administrator	42,500-59,071	30,119-41,876	23,254-32,320	15,611-20,621	—	13,132-16,643
MI Corrections	Director	58,400	36,978-49,485	39,003-52,387	18,812-25,014	18,812-25,014	15,367-19,376
NE Correctional Svcs	Director	—	20,044-28,062	16,135-22,589[a] 20,442-31,356[b]	11,800-18,700	13,962-19,547	12,082-16,915
IA Div of Adult Corr	Director	—	—	—	—	—	—
KS Corrections	Secretary	50,724	26,928-35,304	16,416-20,724	—	14,388-18,156	12,048-14,676
MO Div of Corrections	Director	40,000	23,232-30,600	24,312-32,028	13,362-17,736	13,362-17,736	10,632-13,680
IL Corrections	Director	46,000	25,212-35,232	20,988-28,992	15,072-19,128	15,072-19,128	15,396-17,856
IN Correction	Commissioner	—	30,524-47,346	—	—	14,560-21,736	11,804-17,784
OH Rehab and Corr	Director	37,149-51,293	20,738-28,954	20,738-28,954	13,541-17,131	13,541-17,131	12,667-15,725
KY Corrections	Secretary	47,500	16,860-31,728	13,660-26,124	10,344-19,512	10,344-19,512	10,344-19,512

[a] Parole
[b] Probation

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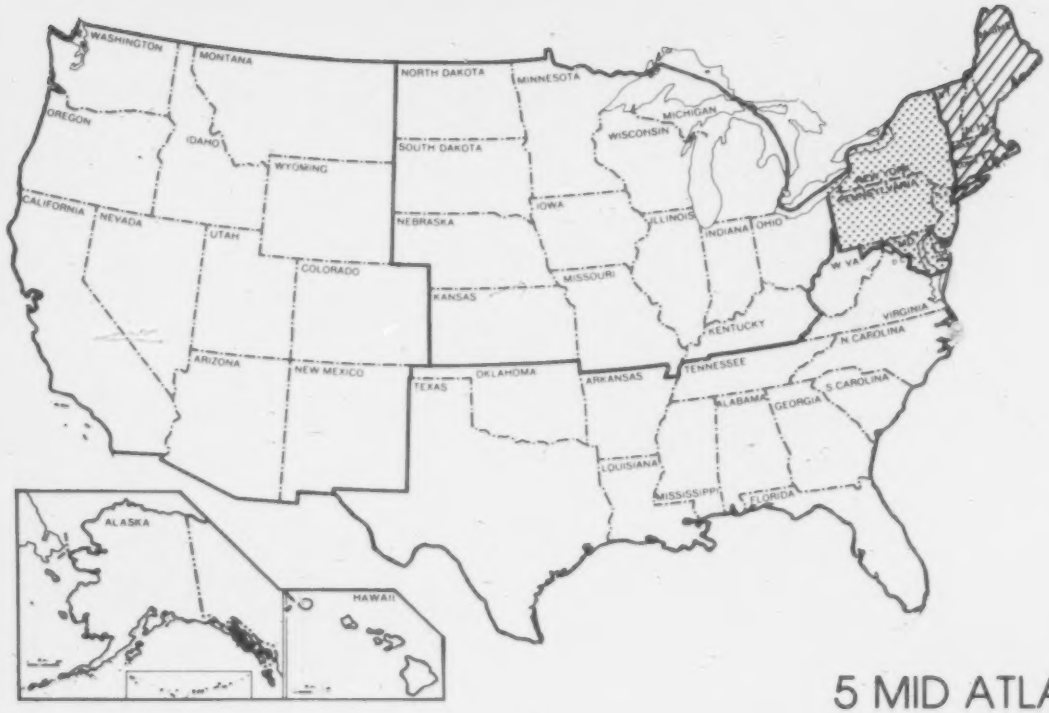


5 MID ATLANTIC STATES

Department	Chief Admin Officer	Salary	Warden I	Probation and/or Parole Chief	Probation Officer I or entry level Position	Parole Officer I or entry level Position	Correctional Officer I
NY Correctional Svcs	Commissioner	$69,200	$42,100-54,800	$23,195-27,260	$19,835-23,455	$ —	$12,600
PA Bureau or Corr	Commissioner	39,003-47,511	30,729-39,531	26,915-34,856	—	15,565-20,196	13,416-16,362
NJ Corrections	Commissioner	56,000	37,274-50,322	—	—	14,749-19,909	13,377
MD Div of Corrections	Commissioner	44,000	28,561-37,516	—	10,948-14,274	—	12,450
DE Correction	Commissioner	40,000-49,000	22,544-34,558	16,422-25,671	13,752-21,543	13,752-21,543	11,895-17,941

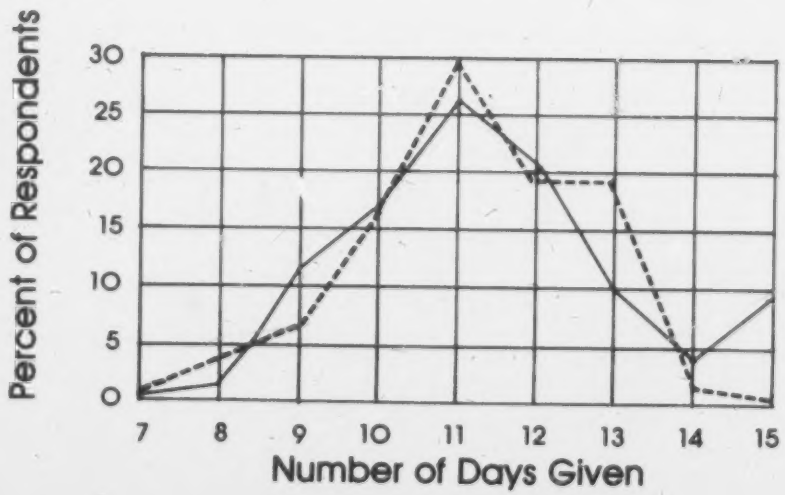
6 NEW ENGLAND STATES

ME Corrections	Commissioner	$32,801-48,214	$21,736-28,932	$16,868-21,964	$15,496-20,030	$15,496-20,030	$10,795-12,646
VT Corrections	Commissioner	—	—	—	—	—	—
NH State Prison	Warden	27,152-34,553	27,152-34,553	19,740-27,152	18,495-22,564	21,840-26,732	11,949-13,592
MA Correction	Commissioner	47,500	20,866-32,880	—	—	—	14,087-18,411
RI Corrections	Director	40,237-45,456	24,064-27,391	22,244-25,289	13,229-15,320	—	14,206-15,849
CT Correction	Commissioner	51,146-62,488	26,223-32,188	18,742-22,285	16,213-19,941	15,102-22,945	14,659-14,716

SECTION III
FRINGE BENEFITS

PAID HOLIDAYS

1979 ------
1982 ——



VACATION

PERCENT OF RESPONDENTS 1979	PERCENT OF RESPONDENTS 1982	NUMBER OF VACATION DAYS	LENGTH OF SERVICE
61	59	5 - 7	Less than one year
12	3	5 - 7	One Year
27	38		Does not apply
15	22	8 - 16	Less than one year
57	59	8 - 16	One year
25	13	8 - 16	Two or more years
3	6		Does not apply
6	7	17 - 21	Less than one year
18	9	17 - 21	Two to four years
13	16	17 - 21	Five years
6	11	17 - 21	Six to nine years
48	50	17 - 21	10 years or more
9	7		Does not apply
9	5	22 - 30	Two to nine years
5	10	22 - 30	Ten to fourteen years
19	16	22 - 30	Fifteen to nineteen years
28	35	22 - 30	Twenty or more years
39	34		Does not apply

Maximum number of vacation days staff may accumulate and carry forward

PERCENT 1979	PERCENT 1982	DAYS
1	0	none
36	28	1 - 30
43	43	31 - 60
4	4	61 - 90
1	6	91 - 120
5	7	Over 120
6	3	No limit
4	3	No response
	6	Other formulas used

Number of paid days sick leave staff may accumulate and carry forward

PERCENT 1979	PERCENT 1982	DAYS
1	2	1 - 30
4	1	31 - 60
9	11	61 - 90
3	9	91 - 120
11	16	Over 120
68	60	Unlimited or as needed
4	0	No response
	1	Credits unused portion toward retirement

Length of probationary period prior to full status

PERCENT 1979	PERCENT 1982	DAYS
1	0	none
5	0	3
6	3	4
1	1	5
71	64	6
19	6	One year
11	16	Other *

* Administrative, clerical, professional, correctional staff, trainers. Some extensions granted for certain positions.

OTHER TYPES OF LEAVE PROVIDED BY AGENCY

PERCENT OF RESPONDENTS		TYPE OF LEAVE
1979	1982	
93	96	Jury Duty
96	99	Military
80	87	Death in Family
86	82	Maternity
24	18	Expectant or New Father
46	60	Administrative
93	95	Leave without Pay
54	51	Educational Leave with Pay
76	80	Educational Leave without Pay
33	43	Personal Leave (not charged to vacation)
55	59	Election Leave (for purpose of voting in general election)
10	9	Other *

* Bodily injury or occupational illness incurred in line of duty
Adoptive
Family Illness
Disasters
Bonus Leave
Employee Organization

HEALTH INSURANCE

PERCENT 1979	PERCENT 1982	CARRIED BY
57	43	Blue Cross/Blue Shield
30	18	Health Maintenance Organization
24	11	Private Insurance Company
31	44	Multiple Option-Decision made by Employee
5	15	Other *

* State Insured Plan
Various combinations of above

DENTAL INSURANCE

Employee Coverage PERCENT 1979	Employee Coverage PERCENT 1982		Family Coverage PERCENT 1979	Family Coverage PERCENT 1982
11	25	Paid in full by Agency	7	18 *
12	16	Agency/Employee share cost	12	23
7	9	Paid in full by Employee	7	11
66	49	Offer none	67	49

* (1% management staff only)

BASIC HOSPITALIZATION/ SURGICAL

Employee Coverage			Family Coverage	
PERCENT			PERCENT	
1979	1982		1979	1982
51	52	Paid in full by Agency	18	13
47	42	Agency/Employee share cost	64	59
0	1	Paid in full by Employee	17	22
1	2	None	1	2
	2	Different Options		3

MAJOR MEDICAL

Employee Coverage			Family Coverage	
PERCENT			PERCENT	
1979	1982		1979	1982
46	47	Paid in full by Agency	13	13
46	45	Agency/Employee share cost	63	56
3	3	Paid in full by Employee	21	27
3	2	None	0	2
	2	Different Options		2

GROUP LIFE INSURANCE

PERCENT		
1979	1982	
31	34	Paid in full by Agency
46	34	Agency/Employee share cost
15	10	Offer none
1	3	Other
	10	Optional coverage paid by Employee
	9	Does not apply

PERCENT		MAXIMUM AMOUNT OF COVERAGE
1979	1982	
37	39	Under 24,999
10	12	25,000 - 49,999
7	13	50,000 - 99,000
4	3	100,000 - 149,000
2		150,000 or over
23	14	Does not apply
7	7	Varies according to salary
4	4	Equal to amount of salary
3	7	Based on salary and age
	1	Double annual salary

PHYSICAL EXAMINATION

PERCENT		
1979	1980	
25	30	Paid in full by Agency *
12	8	Agency/Employee share cost
11	15	Paid in full by Employee
47	42	Require none
5	5	No answer

* For certain positions only such as food service, correctional officers and for certain health plans.

ACCIDENTAL DEATH INSURANCE FOR EMPLOYEES

PERCENT 1979	PERCENT 1982		PERCENT 1979	PERCENT 1982	MAXIMUM AMOUNT OF COVERAGE
34	34	Paid in full by Agency	35	30	Under 24,999
24	25	Agency/Employee share cost	3	8	25,000 - 49,999
3	2	Includes Travel Accident coverage	5	7	50,000 - 99,999
28	30	Provide none	4	5	100,000 - 149,999
9	1	No answer	2	3	150,000 or over
	6	Paid in full by Employee	43	35	Does not apply
	1	Agency pays for management staff	2		Double annual salary
	1	Agency pays for correctional officers	4	12	Other 4 x annual salary Based on age & salary

DISABILITY INSURANCE

LONG-TERM DISABILITY

PERCENT		
1979	1982	
23	27	Paid in full by Agency
14	13	Agency/Employee share cost
	8	Paid in full by Employee
5	6	Other
58	45	None

BENEFITS COMMENCE

PERCENT		
1979	1982	
23	42	Immediately
15	14	After 30 days
2	0	After 60 days
8	5	After 90 days
3	4	After more than 90 days
12	9	Other
37	16	No response

BENEFITS PROVIDED AS A PERCENT OF SALARY

PERCENT		
1979	1982	
47	48	Yes
30	31	No
23	21	No response or N/A

AMOUNT OF BENEFITS PROVIDED AS A PERCENT OF SALARY

PERCENT		
1979	1982	
7	13	Less than 50%
13	11	50 - 60%
28	24	Over 60%
52	49	No answer or N/A
	2	Other

WORKMANS COMPENSATION

PERCENT		
1979	1982	
80	85	Paid in full by Agency
3	5	Agency/Employee share cost
3	3	None
14	7	No response

DURATION OF PAYMENTS

PERCENT		
1979	1982	
11	16	Less than 5 years
4	7	5 to 10 years
3	2	Over 10 years
17	20	To age 65
16	13	Length of incapacity
3	3	Depending on injury
2	7	Determined by Board
	3	Up to retirement age
	8	Other
44	21	No response

LIABILITY COVERAGE

(1983 claims and other claims against an employee while performing duty)

PERCENT		
1979	1982	
48	43	Paid in full by Agency
35	36	None
5	4	Other
12	16	No response

RETIREMENT BENEFITS

PERCENT 1979	PERCENT 1982	
10	14	Federal State or Local System
77	81	Social Security plus state or local plan
	3	Combination of above
	1	Deferred Compensation Plan
11		No response

MANDATORY RETIREMENT AGE OR SERVICE PERIOD

PERCENT 1979	PERCENT 1982	
70	69	Yes
23	31	No
7		No response

FORMULA FOR CALCULATING RETIREMENT BENEFITS

PERCENT 1979	PERCENT 1982	
7	3	Final average pay
51	60	Highest three year average
25	13	Highest five year average
2		Final four year compensation
15	19	Other
	2	Career average pay
	2	No response

EMPLOYEES ABLE TO "BUY BACK" SERVICE TIME PUT IN FOR OTHER PUBLIC JURISDICTIONS WITHIN THEIR STATE

PERCENT 1979	PERCENT 1982	
71	76	Yes
20	25	No
4	3	No response

PERIOD OF EMPLOYMENT FOR INITIAL ELIGIBILITY

PERCENT 1979	PERCENT 1982	
60	62	From date of employment
4	7	Less than one year
5	3	One year
7	13	Two years or more
3	2	Five years
2	5	After 10 years
12	6	Other
9	2	No response

PERIOD OF EMPLOYMENT FOR INITIAL VESTING

PERCENT 1979	PERCENT 1982	
17	16	Immediately
1	2	One to three years
32	21	4 to 7 years
36	40	8 to 10 years
	8	After 10 years
7	6	Other
7		No response